

November 13, 2012

**ITEM NO. C2**

**AUTHORIZATION TO ADOPT THE  
CITY OF CHICAGO'S PAID PARENTAL LEAVE POLICY**

**To the Honorable Board of Commissioners:**

**RECOMMENDATION**

It is recommended that the Board of Commissioners authorize the Chief Executive Officer or his designee to adopt the attached Resolution entitled: City of Chicago's Paid Parental Leave Policy.

The Executive Vice-President of Finance/Chief Financial Officer and the Office of the General Counsel have completed all necessary due diligence to support the submission of this action and recommend the approval of this item accordingly.

**CORPORATE GOAL**

To expand our capacity to recruit and retain talent. It also helps us to be competitive with the private sector which typically offers six weeks of paid leave. Additionally, it's a good business practice which will help to improve employee morale.

**GENERAL BACKGROUND**

On July 31, 2011 and December 20, 2011, the CHA along with other Chicago Sister Agencies and City Departments adopted the City of Chicago's Employee Reimbursement and Local Mileage Reimbursement & Other Local Transportation Policies respectively. Incorporating policies in this manner helps us to achieve consistency across agencies and it allows us to tap into the City of Chicago's leadership in implementing policies which mirror best practices in the private sector.

On November 1, 2011, the City of Chicago adopted its first Paid Parental Leave Policy for non-union employees. Pregnant city workers who are the birth mothers are now offered up to four weeks of paid maternity leave after a non-surgical delivery and up to six weeks after a C-section delivery. Their spouses or partners on the city payroll will get up to two weeks off with pay. Adoptive parents will also get up to two weeks off.

The new Paid Parental Leave Policy is confined to non-union city employees. For pregnant women who belong to unions, the change will have to wait until new contracts are negotiated.

An employee wishing to take the paid leave must also be eligible to leave under the Family Medical Leave Act (FMLA). An employee is eligible for FMLA leave if he or she has been employed with the Chicago Housing Authority for at least twelve (12) months before taking leave and has worked at least 1,250 hours during the 12-month period prior to the leave.

The Board action recommended in this item complies in all material respects with all applicable Chicago Housing Authority board policies and all applicable federal (HUD) procurement laws.

The Executive Vice-President of Finance/Chief Financial Officer concurs with the recommendation to adopt the City of Chicago's Paid Parental Leave Policy.

The CEO/President recommends that the Board of Commissioners approve the adoption of the City of Chicago's Paid Parental Leave Policy.

**RESOLUTION NO. 2012-CHA-91**

**WHEREAS,** the Board of Commissioners has reviewed the Board Letter dated November 13, 2012 entitled "AUTHORIZATION TO ADOPT THE CITY OF CHICAGO'S PAID PARENTAL LEAVE POLICY,"

**THEREFORE, BE IT RESOLVED BY THE CHICAGO HOUSING AUTHORITY**

**THAT** the Board of Commissioners ("Board") authorizes the Chief Executive Officer or his designee to adopt the City of Chicago's Paid Parental Leave Policy dated November 8, 2011, attached hereto as Exhibit A and directs the Chief Executive Officer or his designee to see that all necessary steps are taken to implement the adopted policy by November 21, 2012.

**THAT** by the adoption of the City of Chicago's Paid Parental Leave Policy any and all conflicting language found in Chicago Housing Authority's policies and procedures are hereby superseded.

